



OFFICE OF THE UNDER SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-5000
APR 06 2004

MEMORANDUM FOR DEPUTY CHIEF OF STAFF FOR
INTELLIGENCE, DEPARTMENT OF THE
ARMY
GENERAL COUNSEL, DEPARTMENT OF
THE NAVY
DIRECTOR, INTELLIGENCE DEPARTMENT, HQ
US MARINE CORPS
THE INSPECTOR GENERAL, DEPARTMENT
OF THE AIR FORCE
DIRECTOR, COUNTERINTELLIGENCE FIELD
ACTIVITY

SUBJECT: Counterintelligence (CI) Utilization of Linguists

Last November I requested that a rather large amount of information concerning the use of language-trained personnel in your CI programs. I appreciate the hard work that went into the very interesting and informative responses. I hope this data collection is but the first step in what could be a very important and productive initiative for us. My effort coincides with an aggressive program that the Department has launched to transform DoD language training. This is no small task and the Under Secretary of Defense (Intelligence) has voiced strong support for improving our language capabilities.

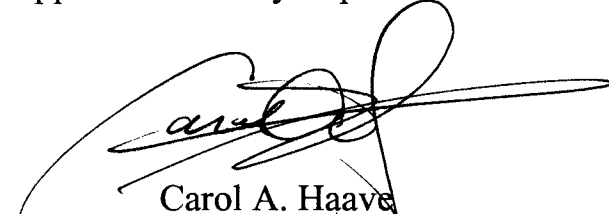
Collectively there are over 1,200 CI language requirements. Not surprisingly they are difficult to meet and there is need for even more. I have attached a memo from my staff with some overarching comments on the inputs we received that highlight many of the issues. Collectively we should develop actions to overcome these challenges and establish a forum to facilitate the exchange of information and active involvement in the Department's revitalized program.

I am tasking the Director, Counterintelligence Field Activity (CIFA), to establish a CI Language Council whose purpose is to identify and find solutions to the problems impacting your training and use of CI linguists. This Council will also provide us with a more robust capability to influence other organizational, Service and DoD-level forums and processes linked to language-related issues. I would like to invite your organization to participate. Please identify a



representative (preferably a LtCol/GS-14) to Mr. Roy Reed, CIFA (703-414-9550). Mr. Reed's office will arrange the initial meeting.

Thank you for your support in this very important area.



Carol A. Haave
~~Deputy Under Secretary of Defense~~
(Counterintelligence and Security)

Enclosure: as stated

cc:
ASD (Force Management Policy)(Ms. McGinn)
DUSD (PR&R)

ACTION MEMO

FOR: DUSD (CI&S)

FROM: ACTING DIRECTOR COUNTERINTELLIGENCE *TLF*

SUBJECT: Results of Counterintelligence (CI) Language Survey

- On November 6, 2003, you requested detailed information from Army, Navy, Marines and AF CI about their utilization of linguists (TAB A)
- The inputs are provided at TABs B (Army), C (Navy), D (AF) and E (Marines). They are quite different as they represent varied approaches to language utilization and capabilities to compile program data. We prepared overview comments regarding each program in a point paper immediately preceding the Component input at each TAB.
- Overall, developing/sustaining CI language capability is **critical** to successful operational activity, very **expensive** in \$\$ and time invested and generally **inefficient** from a resource utilization perspective (given the fact that students may or may not use the language in the assignment right after training, much less multiple assignments, thus requiring a continuing flow of people into the training programs that generally range from 24-44 weeks, although some are longer).
- Some additional observations
 - All indicated they needed more language-trained CI people
 - All agreed having their own personnel trained is more effective than using contractors
 - Language capability is important in personnel recruitment
 - Arabic was identified as especially important currently
 - Spanish had the most speakers
 - No guarantee that language-trained personnel will be assigned to positions that require language skills or have multiple assignments
 - No programs exist to specifically manage career development of language-trained people against requirements
 - Programs for maintaining language proficiency are weak

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- Limitations to having more language-trained people
 - Lack of training time to achieve and maintain proficiency
 - Lack of funding for language training
 - Lack of volunteers for most needed languages
- Personnel shortages are driving needs for contract linguists
- Current operations tempo and personnel systems significantly impact the utilization/assignment of language-trained personnel
- NCIS identified problems regarding language proficiency pay
- AFOSI is the only CI organization with a formal area specialist program, although NCIS hires civilians with language capabilities as collectors for overseas locations and invests significant time and resources in training country referents overseas.
- No standard process/criteria for determining language requirements.
- More than 1,200 CI language-training requirements exist, including those for force protection detachments (FPDs).
 - Army has more than 800 CI linguist requirements in the active and reserve forces for FY 04 and in excess of 600 in FY05 for approximately 28 languages. The small FY 05 drop in the active force is primarily in Spanish and Korean. The biggest decline is over 100 authorizations in the Reserve component for “immaterial languages” meaning these individuals have no specific language requirement to be trained against; they just need language training. The Army point of contact for this survey did not know how many of the language-designated authorizations were occupied with language-trained soldiers.
 - Although not covered in the report, Army also has over 300 Military Intelligence Civilian Excepted Career Program personnel in Army CI, 130 of whom are language qualified.
 - Navy has no specific number of “requirements” but would like to have 232 language-trained personnel for CI (agents and operational analysts) duties in 21 languages. Current numbers are 85 and 13.
 - Air Force has a total of 80 Area Specialist and linguist requirements, counting FPDs, for CI duties in a total of 11 languages. Currently, AFOSI has over 300 people with language skills (native or trained) in 36 languages. Excluding the new FPD positions, AFOSI has about a

90% fill rate (including vacancies about to be filled) for language-trained people in language-designated positions.

- Marines want to language train at least 50% of their 500 + tactical CI people and have 163 trained in 13 languages pursuant to specific requirements. Additional Marines have skills in other languages.
- Army has 2,500 plus people scheduled for language training this fiscal year. Of the 1,427 soldiers currently at DLI, 79 are CI soldiers. Approximately 755 USA Special Ops soldiers will also attend language training. NCIS sends approximately 30 a year and AFOSI, excluding area specialists (18), has seven individuals in FY 04 language training and five projected for next year. The Marines have 13 in training this FY against 34 requirements.
- AFOSI places the heaviest emphasis on the use of long-term foreign nationals (non-contractors) with 38, most in Korea and Japan.
- Glen Nordin, USD (I) Language Program POC, and Lt Cmdr Jim Daffell, Defense Language Transformation Team (DLTT) reviewed the inputs and this memo and advised:
 - Dr. Cambone has expressed support to the USD (P&R) for its effort to improve the Department's language program with the DLTT as the lead effort. Ms. Long recently briefed the HPSCI on this also. Both Ms. Long and the P&R leadership are very interested in the CI study and believe it is an excellent initiative.
 - Based upon their interaction with the Service Language program POCs, there seems to be little information about the AFOSI area specialist program or the nature of the Service CI language programs in general at OSD and the Service level. Both felt the establishment of the below mentioned CI Language Council would provide a great opportunity for CI to become involved in the DLTT's activities, be more visible in the DoD program and be an excellent forum to disseminate information.
 - The DLTT is examining a number of ways to improve the program. Mr. Nordin and LtCmdr Daffell agreed with the comments in this memo about the problems facing DoD. One potential solution being discussed is the creation of a Defense Language Corps that is essentially a pool of

linguists who can be borrowed. They also noted that the DoD's Joint Language Centers offer a variety of new and refresher training.

- They recommended Ms. Haave receive a briefing on the P&R language initiative from Ms. Gail McGinn, Deputy Under Secretary of Defense (Plans) (P&R) and the lead on the DLTT.
- I also spoke with Dr. Susan Kelly, OUSD(P&R) who is Ms. McGinn's assistant for the DLTT and who read this action memo. She thought it would be productive for CI as subject matter community of interest to be represented on the DLTT and a monthly language meeting Mr. Nordin chairs to be a focal point for CI activity to go forward. (Mr. Nordin later concurred with that recommendation and I will attend the next meeting) She supported the idea of the CI Council to focus on DoD CI language issues. She expects her DoD language study to be completed within the next month and then go to Dr. Chu for approval. Therein apparently will be some sort of senior OSD language oversight panel (akin to the Defense Research and Technology Protection Council you saw in Jeff's .39) and she asked if perhaps you should represent USD(I). I expressed strong support for CI to be the lead representative on this group, if it developed.
- Dr. Kelly subsequently advised that she had spoken to Ms McGinn about our project and the results. Ms McGinn thought it would be appropriate for you to appoint an SES/GO level person to participate in the Senior Language Authority Group that is currently being developed to work with Ms McGinn on this subject and that perhaps you should be that person. No formal paperwork has gone out on this new body and I asked Dr. Kelly to send any such announcement to you. Ms McGinn supported the development of our subject matter CI Council and thought our effort was of value. Dr. Kelly added she thought an informal discussion with Ms. McGinn on her vision with you would be appropriate and easy to arrange.

Coordination: Dr. Kelly, Mr. Nordin, LT Cmdr Daffell, Roy Reed and the survey POCs in the responding organizations.

Recommendations:

- You direct CIFA to create a CI Language Council with Component CI and Component language program manager representation to institutionalize attention to the language program (to include area specialists), identify and

work long-range issues and represent CI in OSD language-related initiatives by signing the memo at TAB F.

- You meet with Ms. McGinn to talk more about the DoD language initiative and yall's vision.